“A Study on Changing Dynamics of Moonlighting in Education Sector ”

Synopsis of the Research Proposal

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By

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Abstract

Moonlighting, the practice of engaging in a secondary job in addition to a primary occupation has always been a part of employment but with the advent of technology, its dynamics have changed. Earlier people used to engage in secondary jobs to supplement their income but today the intention has changed to skill development. Moonlighting has become easy due to the evolution of the gig economy, flexible work hours and digital platforms. It is today a pursuit to fulfil entrepreneurial abilities, learn varied skills and achievement of self-actualisation needs. This study aims to understand how the gig economy has reshaped moonlighting practices and how moonlighting has fostered skill development and career growth.

1. Introduction

Moonlighting is the practice of engaging in a secondary job along with one's primary occupation. This is years old phenomenon, often done in order to supplement income or to pursue a passion. The various factors affecting Moonlighting are –

- Pecuniary (such as additional income, debt repayment, economic uncertainty, career advancements etc)
- Non-Pecuniary (such as skill development, Passion Projects, Work-life Balance, Autonomy etc)

Early instances of moonlighting can be linked to the Industrial Revolution. This period saw the rise of factories, which created new jobs and provided opportunities for farm workers to take on additional work to make ends meet. In Late 20th &21st century, economy has faced downturns which made people to take up second jobs as a cushion against economic instability. In the year 2010, the gig economy expanded with platforms such as Ola, Uber, Airbnb etc. This has widened opportunities for short term, part-time and flexible jobs. In the year2019, pandemic gave initiation to Work from Home culture. This prompted people to engage in multiple jobs without the physical presence.

Moonlighting emerged as a strategy to improve one's standard of living, save for children's education, acquire new skills, and pursue personal passions, among other reasons.

Industry 5.0 where harmony between human creativity and technology is redefined to craft a future that is innovative, sustainable and personalised. The personalisation in industry 5.0 has shifted the focus to project-based and skill-based jobs.

Unlike the traditional structure of being tied to a single organisation, nowadays, people engage in diverse roles. This is where the concept of moonlighting takes the centre stage.

There are various models that can help understand and analyze moonlighting behaviour –

1. Economic Model of Labour Supply - This model explains that the primary reason to engage in moonlighting practices is to supplement the income and reduce financial risk. Desire to have higher standard of living induces such behaviour. Individuals earn extra earnings against the cost of reduced personal time and increased stress.
2. Human Capital Model – The term "Capital" in this model suggest the investment in skills and education. This model explains that an individual engages in secondary employment in order to build the intellectual capital which will assist in increasing

productivity and earnings. This suggests that moonlighting is a strategic move to gain varied skill-set that contributes to the primary career.

3. Malow's Need Hierarchy – This model suggests that an individual engages in additional job to fulfil higher hierarchy needs such as Safety Needs, Esteem Needs, Self-actualisation needs. The need hierarchy ranges from physiological needs to Self-Actualisation needs.
4. Role Strain Theory- It refers to the stress an individual feels when he fails to deliver what is expected out of his role. Taking up an extra job isn't hassle free. It sometimes can cost employee's health & well-being.
5. Role Conflict Theory – It refers to the stress an individual faces when he face conflicting demands from multiple roles.
6. Opportunity Cost Model – Opportunity cost means the cost of next best alternative use. Moonlighting certainly comes with opportunity cost of Lack of family time, Imbalanced work and life, Mental health etc.

   Non-labour Income also affects when and how to engage in Moonlighting –
   Income that an individual receives that is not earned through active employment but from other sources such as – Dividend, Rent, Pension, Gift, Alimony etc.

2. Review of Literature

Hosain et. al., (2024) aims to investigate the impact of a secondary job on the primary /regular job. They found that an enjoyable and pleasant day on a part time job enhances next day work performance on primary job & vice-versa. Engaging in dual employment actually reduces financial stress and hence increases productivity. They argue that employees who engage in dual jobs can spill the positive feelings gained at one job onto another job. They added that moonlighting can give relief to employees from monotonous work.

Bhore et.al., (2024) explains that it is very essential for an organization to attract, satisfy and retain their intellectual assets i.e. human resource. Author explained that especially Gen Z, who are more money driven, like to explore the world, attracted towards luxurious properties, are more likely to moonlight in order to earn money to explore the world around them. They want to earn more money and follow their passion and creativity. There are many organizations who have started supporting secondary employment, such as Swiggy, Tech Mahindra etc. Management has to come up with policies that are equally beneficial to the employer and the employee. In today's digital era, Talent management is essential and it can be done by giving employees autonomy and opportunity to grow.

Kaur and Dulloo, (2024) gave insights into how moonlighting have evolved over years. They are of the view that moonlighting leads to deterioration and fatigue. They pointed out that technological advancement and COVID-19 has given birth to the new horizons of moonlighting. The definition of moonlighting has evolved over time -

- working on two jobs in different shifts
- Working on secondary job, even for few days or weeks
- Working on additional job without salary

- Self-employment, apart from primary job

Simon Lo, (2023) mentioned in her study that the decision to engage in a secondary job depends upon whether the first job is time constrained or not. Workers, if offered high compensation, can accept even jobs with unattractive hours. She is of the view that factors such as age, gender, education, et cetera, play a significant role in determining leisure value. For instance, females, parents, old aged employees, value leisure more than others.

Simon Lo, (2023) stated that the quality of the new job can be known only after working on it. Hence it is difficult for the employees to make an informed decision about acceptance or rejection of the new job offer. Author has regarded jobs as experience goods and job tenure as an indicator of the job quality. Workers will quit the job if the realized quality is less than the expected quality. She mentioned that new jobs will last longer only if workers will take the new assignment after proper screening.

In contrast to the experience goods, the author calls jobs as inspection goods, if sufficient screening can be done to ensure the quality of the job.

Kanellopoulos et.al., (2023) distinguished moonlighters as low intensity and high intensity. Where low intensity moonlight takes less additional jobs, than the high intensity moonlighters. They mentioned that motives of low intensity moonlighters are financial support, safety etc, whereas experience upskilling are the motives behind high intensity moonlighters.

Khera and Kumar, (2023) have talked about the work culture in an organization and how it impacts an individual's decision to moonlight. Managers should give sufficient autonomy opportunities for up-skilling career development so as to ensure talent management in the organization.

Lele et.al., (2023) were of the view that during COVID-19 phase, many people lost their jobs faced salary, cuts, and financial insecurity. In order to safeguard themselves from such a situation in future, people started the practice of dual job holding. It definitely has provided financial assistance but has paused many problems too such as improper health, poor work, life, balance, stress, et cetera. They highlighted the fact that 29% of the employees are moonlighting without its knowledge to their employers. Moonlighting is also done in order to choose an alternative career path; people nowadays work on an alternative as part time before quitting the current employment in order to be sure about it.

Mapita et.al., (2023) found that while most of the workers gain new skills and occupational mobility by engaging in secondary jobs, few of them find it difficult to strike a balance between personal and professional life. They insist that workers should be offered reasonable compensation so as to lessen their desire to engage in dual jobs. Also, organizations should lay down clear and transparent policies for moonlighting so as to avoid conflict of interest between primary and secondary jobs.

Authors have made use of the Relative Deprivation Theory, Aspiration Theory, The Work-Leisure Choice Theory to understand motives behind moonlighting.

Behera et.al., (2023) mentioned that there is surgeon moonlighting all over the world due to several reasons, such as low pay at primary job, inflation, option of work from home, lack of appreciation, entrepreneurial intention, passion, skill upgradation etc. Improve skills

and can be beneficial for the primary employer, but there is risk of conflict of interest, poor job, productivity, leakage of confidential information etc. These problems can put an organization at greater risk. Therefore, it calls for a transparent and clear policy for moonlighting. The police regulating more lighting should cover all the aspects important for the efficient working of the organization. it must state clearly what is and what is not allowed.

Khera and Kumar, (2023) have investigated various pecuniary and non-pecuniary factors that affect workers intention to moonlight or indulge in dual jobs. They are of the view that working on multiple projects may deteriorate organizational performance and workers well-being. They added that moonlighting can however add to financial benefits, learning, career, growth, personal development, and efficient time utilization. Authors wrote that pandemic has reduced the employment rate, but enhanced inflation in the economy where most of the people faced many of them even lost their jobs which has given birth to financial insecurity. COVID-19 had created fear in the minds of people and so they became very cautious and started saving a major portion of their income. They mentioned that lower income from primary jobs is also the major reason for opting dual practice.

George and George, (2022) explained that flexible work hours and work from home has extended horizons of moonlighting. A rise can specially be reached in IT sector moonlighting supplements, employees' income. It is very much essential so as to fulfil first two level needs, namely, physiological and safety needs of Maslow's Need Hierarchy. An employee can also explore a new career option by taking up a secondary job simultaneously. Moonlighting requires good management skills, not everyone can indulge in multiple jobs. Only 20% of the professionals are efficient enough to moonlight.

Jaggarwal, (2022) mentioned in his paper that the terrific hazards of COVID-19 have impacted psychological and financial health of people, making it mandatory to moonlight to ensure survival and safety. He added that moonlighting is a dependent variable, various pecuniary and non-pecuniary factors are independent variables and one of the crucial factors is COVID-19, which acted as a moderating variable.

Dickey et.al., (2022) explained that practice and extent of moonlighting varies with the variation in phases of business trade cycle and points out that during boom periods, the employment opportunities increase and hence the rise in moonlighting practice can be seen. Similarly, during recession, employment opportunities are not easily available and hence the practice of moonlighting decreases. Authors brought it to our notice that moonlighting is beneficial for a developing country as it increases standard of living, reduces wage differentials, promotes education and health.

Arora and Shukla, (2022) wrote that while some people engage in your work for additional income, others do it to pursue their passion. They mentioned that the number of people engaging in secondary jobs has increased during the pandemic. They mentioned that people have different views about more lighting while some regard it as cheating, others regard it to be an essential, especially for low paid jobs. They state that technological advancements and work from home has expanded the scope of more lighting. They

suggested that financial security should be offered to workers in order to reduce moonlighting attempts.

Peng et.al., (2021) are of the view that work engagement of the employees is affected by dual job practice. By work engagement, they mean an employee's work-related state of mind characterised by full dedication and honesty towards it. For better understanding author divides work engagement into two parts -

- Job Engagement - fashion of the employee for his position/work/job in the organisation.
- Organisational Engagement - degree to which an employee is physically and emotionally connected to organisation or organisation's goals.

They also brought the concept of boundaryless career which means engaging in more than one assignment or employment. Such people generally give more emphasis to completing tasks rather than building relationships and it can be concluded that moonlighters have higher job engagement and lower organisational engagement.

Stastny et.al., (2021) they mentioned that teacher moonlighting has both positive and negative outcomes. Where moonlighting adds skill sets to an employee's profile, it ignites work-life conflicts as well. They found that private tutoring is the most common type of teacher moonlighting. However, this landscape has changed with the advent of Covid. They interpreted that, male teachers moonlight more than females. They found that employees with less career experience and more financial burden are induced to moonlight.

Asravor, (2021) aimed to find the various determinants of moonlighting. It found that there is no difference in the motives of moonlighting among men and women. Both the gender moonlight to supplement their income. During the pandemic, moonlighting was a necessity. It was a risk coping mechanism. The study found that men moonlight more than women.

Conen and Buschoff, (2021) stated that new forms of job are emerging in this digital economy, especially after COVID-19, the nature of work and organisational structure has changed over time. Some of the recent developments include-

- Renaissance of Self Employment - modern revival and rapid growth of self-employment as a career choice. This has brought a shift in the job market.
- Click Working - small discrete tasks completed online by individuals such as data entry, survey responses small discrete tasks completed online by individuals such as data entry survey responses.

There can be pecuniary motives such as earnings, poverty and non-peculiar motives such as security, autonomy, passion etc behind moonlighting.

Conen and Beer, (2021) tried to analyse whether multiple job holding is a necessity or a passion. They are of the view that when ends don't meet, people look for additional income and hence take up second jobs. They mention that the nature and structure of moonlighting has changed post Covid. The share of female moonlight has increased over time. They also

had raised a challenge for trade unions for categorisation of multiple jobholders into different industries and unions

Rasdi et.al., (2021) found that financial insecurity at primary employment will cause disengagement among workers. They will withdraw themselves from the organisational role. This disengagement will force workers to look for an additional job and hence leads to moonlighting. A disengaged worker will moonlight before quitting the primary job, so as to ensure stability and safety in the new job. They will prioritise work engagement over burnout caused by dual job holding.

Seema et. al., (2020) have suggested in the study that there is a need to implement an effective HRM strategy which ensures effective performance of the gigs as well as their career, growth and development. They studied the significance of organisational commitment and job satisfaction on workers moonlighting intentions, they pointed out that organizations should not restrict their workers for multiple job holding without evaluating its impact on the organisation. Primary reason for this is poor brand image. They state that when workers will moonlight, they will learn new skills which can be made use or the benefits of which can be reached by the primary employer, but moonlighting intentions should be regulated otherwise, it may result in high attrition and high turnover. A common ground should be laid which is beneficial for both the organisation and its workers. The scope of HR functions has increased and they have to cautiously manage the workers in the rising industry 4.0.

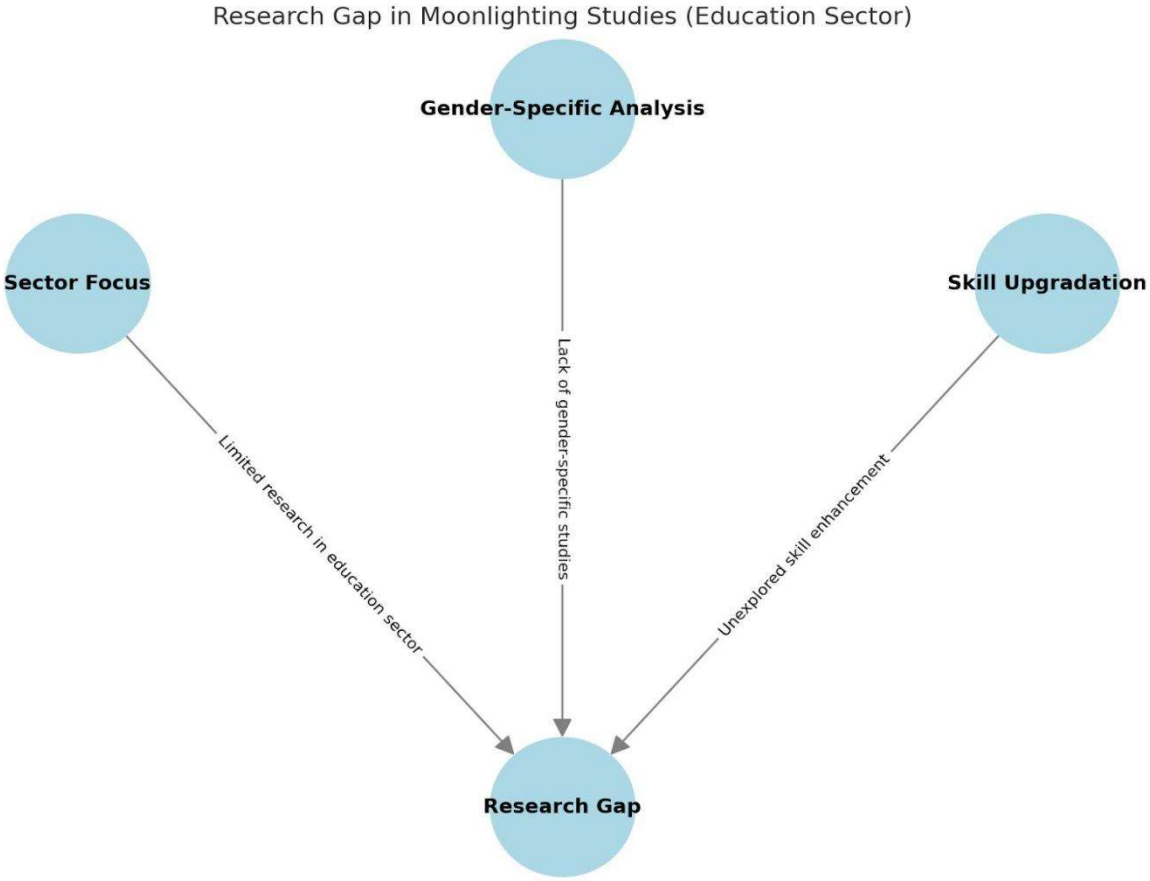
Ara and Akbar, (2016) explained that there are many factors affecting moonlighting such as skill diversity, blocked promotion, additional income, job autonomy, etc. However, financial gluttony seems to be the primary reason. They found that the rate of pay offered by the organisations is the foremost priority of any employee. Many employees moonlight to fulfil their personal objectives such as reputation, job, autonomy. They observed that extra workload without financial push is not appreciated by workers. Employees are ready to give more time to work, but only if financial incentives are given. They recommended that promotion policies should suffice the rate of inflation, and there should be a proper performance appraisal system to keep satisfaction of employees intact.

Koomson et. al., (2017) have elaborated that there is a U-shaped relationship between the age of teachers and attrition. It suggests that attrition rate is higher among younger and older teachers with a dip in the middle age range. Younger individuals tend to leave the profession in their early career stage as they like to explore different professional opportunities, but teachers in mid age are likely to gain job satisfaction because they get adjusted to their profession. Whereas older teachers may leave the profession at their retirement age due to various reasons, such as stress, burn out, health issues, etc. They further highlighted that moonlighting has increased the migration of professionals from rural to urban areas in search of secondary jobs.

3. Present Study

Statement of the Problem

After reviewing the available literature on moonlighting, it is evident that the majority of the studies have focussed on understanding the various monetary and non-monetary factors affecting moonlighting practices. Some studies aimed to explore the impact of moonlighting on Job Satisfaction, Organizational Commitment and Work-Life Balance. Most of this research is concentrated in the IT sector, only a limited study is conducted in the Education Sector. Apart from this, there is no gender-based study which can reflect the difference in aims & intentions behind moonlighting among male & female educator. This study aims to contribute to the understanding of moonlighting's evolving role in shaping the Education Sector.



Significance of the Study

Study of moonlighting has become more pressing post covid. The financial insecurity brought by the pandemic has shaken the lives of the people. It has induced the educators to earn more by engaging in secondary jobs. Not only has the virus posed economic uncertainties but also has given birth to gig jobs & online platforms. This has further prompted educators to engage in multiple jobs in order to supplement their income. Soon, Work from Home became the new normal for many sectors, including education. It has brought a drastic change in the employment pattern leading to emergence of gig & project-based jobs. Simultaneously, digital platforms had opened doors for freelancing, online tutoring, content creation, online business etc. These opportunities assisted educators in learning varied skills and leverage their expertise beyond classroom settings. Undoubtedly, the evolution of online platforms has helped educators enhance their skill set, earn

additional income and pursue their entrepreneurial dream but has made it crucial for the educational institutions and policy makers to address its benefits and challenges related to moonlighting.

Emerging issues in moonlighting among educators are -

- Work Life Balance
- Confidentiality Breaches
- Regulatory Compliance
- Health & Well-Being
- Digital Nomadism

Objectives of the Study

- To explore the impact of Technological Advancements and Gig Economy on moonlighting practices in the Education Sector.
- To analyze the role of moonlighting in fostering skill development and career advancement for educators.
- To examine the gender -based differences in moonlighting intentions and aims among educators .

Hypotheses

Ho1- Technological Advancements and rise of Gig Economy have not significantly impacted moonlighting practices in the Education Sector.

Ho2- Moonlighting doesn't have a significant impact on Skill Development and Career Advancement for educators.

Ho3-There is no significant difference in moonlighting intentions and aims between male and female educators.

4. Research Methodology

In order to achieve objectives, the following methodology was adopted –

Research Design

This research will be descriptive and exploratory in nature.

- The research aims to explore the impact of technological advancements and the gig economy on moonlighting practices, which is not widely studied, especially in the education sector. Also, it is aiming to explore the gender-based differences in moonlighting intentions. Therefore, it can be regarded as an Exploratory Research

- The other objective is to analyse the role of moonlighting in skill upgradation and career advancement. This will be done by establishing relationships between the variables, such as moonlighting and skill advancement. As we are establishing the relationship between the variables, the research can be regarded as descriptive research.

Sample

A Well-structured questionnaire will be used to collect the data from academic staff of Metro Cities in the higher education sector .

Sources of Data

- **Primary Data**: A survey based on a structured questionnaire will be prepared for collection of data.
- **Secondary Data:** Various National and International journals on Moonlighting, Impact of Covid-19 on Financial Insecurity, Dual Job Practice, Effect of Job Satisfaction on Moonlighting Intentions, Relationship between Financial Stress and Moonlighting, Gender Differences etc in Education sector, IT sector etc is used for the purpose of this study. Newspaper articles on Gen Z and their work attitude & pattern is also read and considered for the same.

5. Data Analysis

Along with the above primary and secondary sources, the information will also be gathered, classified, tabulated, and, if necessary, displayed in a graphical form. The analysis will be carried out using statistical methods.

Tools - SPSS Software & AMOS

6. Limitation

- The Study is limited to Metro Cities only.
- The data is gathered from Academic Staff of Higher Education Sector only .

7. Work Plan of the Research

Proposed time frame	Milestones to be achieved
6-7 months	Systematic Review of Literature
4-5 months	Publishing 1st research paper, Preparation of survey.
6-7 months	Survey and Data Collection Publishing 2nd research paper
7-8 months	Data sorting, Analysis and Interpretation
7-8 months	Compilation and Submission of thesis

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